Personality Evaluation and CV Analysis Using Machine Learning Algorithm

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Abstract: *Human personality has played a vital role in an individual's life as well as in the development of an organization. One of the ways to judge human personality is by using standard questionnaires or by analyzing the Curriculum Vitae (CV). Traditionally, recruiters manually shortlist/filters a candidate's CV as per their requirements. In this paper, we present a system that automates the eligibility check and aptitude evaluation of candidates in a recruitment process. To meet this need an online application is developed for the analysis of aptitude or personality test and candidate's CV. The system analyzes professional eligibility based on the uploaded CV. The system employs a machine learning approach using TF-IDF Algorithm. The output of our system gives a decision for candidate recommendation. Further, the resulting scores help in evaluating the qualities in the candidates by analyzing the scores obtained in different areas. The graphical analysis of the performance of any candidate makes it easier to evaluate his/her personality and helpful in analyzing the CV properly. Thus, the system provides a helping hand for the recruitment process so that the candidate's CV will be shortlisted and the fair decision will be made.*

Keywords: Psychometric Analysis, Machine-learning, TF-IDF, Curriculum Vitae Analysis, Personality Evaluation

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